

Teachers

What does the selection process for teachers look like?

Each TSO will create their own plan for the teacher selection process, tailored to the needs of the school. These plans are due to the IDOE on December 30, 2011 and will then be shared with the public.

How will teachers be evaluated to determine if they can stay at their current school sites?

Each TSO will also create a plan regarding their teacher evaluation process, and this plan will be given to the IDOE on December 30, 2011 and then shared with the public.

Will the staff of each school be required to understand the culture and background of their student population?

In order to understand the diverse needs of each school's student populations, all staff will be trained about how to work in each specific's school urban environment with cultural knowledge and sensitivity.

What will each TSO's salary schedule and benefits look like?

Each TSO will have their own salary and benefits package. This information will be coming very soon for teachers and staff to review.

What percentage of the teaching staff will be highly qualified?

100% of all teachers of core academic subjects will be highly qualified, as per NCLB.

How does the implementation of SEA 1 affect compensation for teachers at turnaround academies?

Since all turnaround academies are public schools, SEA 1 will impact compensation in the same way it does for all other public schools in Indiana.

How will these schools be recruiting teachers outside of IPS and Gary?

Part of the turnaround plan each TSO must turn into the IDOE on December 30, 2011 will be dedicated to the recruitment of teachers and staff outside of IPS and Gary. This report will be made available to the public.

When will the new principals, teachers and staff be hired?

Each Turnaround School Operator will have its own timeline for hiring staff, teachers and school leaders. Each TSO must turn in their timeline to the IDOE on December 30, 2011 and will then be made available to the public.

Will current staff have to reapply or will they be asked to stay at the school site?

Current staff will need to apply to work for a Turnaround School Operator.

Logistics

Will there be a year-round, balanced, or traditional calendar?

The calendar for each school will be determined in the spring of 2012 and described in the fourth and final deliverable from each Turnaround School Operator.

How will students be kept safe? Will there be police at each building?

Each TSO is required to create a substantive student safety protocol for their school/s. This protocol will be given to the IDOE on or before May 31, 2012 and will be made public shortly thereafter.

What is each TSO's plan regarding student truancy?

The turnaround plan requires that all schools have truancy and attendance policies. Each TSO will create their own policies reflecting the needs of their school and students and will turn this plan into the IDOE on December 30, 2011.

Who will provide transportation services for students to get to school?

Per Indiana Code 20-31-9.5-2(a)(2), the school district (IPS or Gary) will provide transportation services for students.

How will the school buildings be maintained?

Per Indiana Code 20-31-9.5-2(a)(2), the school district (IPS or Gary) will maintain school buildings used by the turnaround academies.

Can students opt to attend other IPS schools instead of the TSO?

The IDOE is committed to providing all children access to quality educational opportunities. Students will have a choice to attend a turnaround academy, another IPS school, a local charter school, or a private school.

Will uniforms be required?

Decisions regarding school uniforms will be left up to each TSO. This will be included in their turnaround plan due to the IDOE on December 30, 2011.

What happens to items in the buildings such as desks, books, supplies, computers, etc?

Per Indiana Code 20-31-9.5-2(a)(2), materials including desks, books, supplies, computers, and other equipment will stay in the school building.

What resources do the TSOs bring to each school site?

Each school site will benefit from a wealth of resources from the TSOs including procedures, protocols, systems and curriculums that have been used with great success in similar schools.

How will the traditions of the schools be preserved?

The goal of the TSO is to reinvigorate the current program, while preserving the heritage and pride of the school and community. Therefore, the school's name and mascot will not change. Not only does each TSO plan to continue these traditions, they also hope to restore old traditions at each site.

How will class sizes change?

Class sizes will depend on school enrollment and on the information gathered by each TSO during the transitional year.

IDOE

What resources will the IDOE be providing to the TSOs beyond monetary funds?

The IDOE will work with all TSOs once the school turnaround plan is created to set benchmarks and goals for the years ahead. All goals and benchmarks will be directly tied to baseline data collected during the observational year. The metrics will be a combination of "leading" (e.g., attendance rate, number of students enrolled in remedial classes) and "lagging" (e.g., ISTEP+ scores, ECA scores) indicators. The IDOE will monitor the progress of each TSO towards these goals and benchmarks. The IDOE will also hold the TSOs accountable to these goals throughout the turnaround academy process.

Why is there a transition year in the turnaround process?

The transition year exists to give TSOs time to gather critical baseline data, observe teachers, evaluate the school's operations, and speak with community partners. This time for data collection will allow the TSOs to purposefully plan for when they begin to operate the school.

Will turnaround academies still receive Title I funding and services?

All turnaround academies that qualify will receive Title I funding and services.

Where can TSO contracts be accessed?

All TSO contracts can be accessed at: <http://www.doe.in.gov/turnaround/>.